

Department of Labor Wage Determination

(Numbers 1994-2441, 1994-2439 and 1994-2569)

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2441

Revision No.: 22

Date of Last Revision: 05/27/2004

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9 .92
01012 - Accounting Clerk II	12 .14
01013 - Accounting Clerk III	14 .43
01014 - Accounting Clerk IV	17 .37
01030 - Court Reporter	16 .17
01050 - Dispatcher, Motor Vehicle	16 .17
01060 - Document Preparation Clerk	11 .89
01070 - Messenger (Courier)	9 .85
01090 - Duplicating Machine Operator	11 .89
01110 - Film/Tape Librarian	12 .51
01115 - General Clerk I	8 .23
01116 - General Clerk II	9 .69
01117 - General Clerk III	11 .38
01118 - General Clerk IV	14 .02
01120 - Housing Referral Assistant	17 .22
01131 - Key Entry Operator I	10 .33
01132 - Key Entry Operator II	12 .73
01191 - Order Clerk I	10 .97
01192 - Order Clerk II	13 .66
01261 - Personnel Assistant (Employment) I	11 .81
01262 - Personnel Assistant (Employment) II	13 .59
01263 - Personnel Assistant (Employment) III	16 .17
01264 - Personnel Assistant (Employment) IV	17 .97
01270 - Production Control Clerk	18 .32

01290 - Rental Clerk	13 .26
01300 - Scheduler, Maintenance	13 .67
01311 - Secretary I	13 .44
01312 - Secretary II	16 .10
01313 - Secretary III	16 .90
01314 - Secretary IV	19 .85
01315 - Secretary V	21 .75
01320 - Service Order Dispatcher	14 .16
01341 - Stenographer I	11 .89
01342 - Stenographer II	13 .75
01400 - Supply Technician	19 .85
01420 - Survey Worker (Interviewer)	14 .37
01460 - Switchboard Operator-Receptionist	11 .91
01510 - Test Examiner	16 .17
01520 - Test Proctor	16 .17
01531 - Travel Clerk I	10 .80
01532 - Travel Clerk II	11 .76
01533 - Travel Clerk III	12 .66
01611 - Word Processor I	11 .91
01612 - Word Processor II	13 .75
01613 - Word Processor III	16 .17

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	12 .44
03041 - Computer Operator I	12 .91
03042 - Computer Operator II	14 .93
03043 - Computer Operator III	17 .27
03044 - Computer Operator IV	19 .16
03045 - Computer Operator V	21 .23
03071 - Computer Programmer I (1)	16 .39
03072 - Computer Programmer II (1)	19 .67
03073 - Computer Programmer III (1)	24 .33
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	22 .87
03102 - Computer Systems Analyst II (1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	13 .20

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	17 .42
05010 - Automotive Glass Installer	15 .85
05040 - Automotive Worker	15 .85
05070 - Electrician, Automotive	16 .58

05100 - Mobile Equipment Servicer	14 .24
05130 - Motor Equipment Metal Mechanic	17 .42
05160 - Motor Equipment Metal Worker	15 .85
05190 - Motor Vehicle Mechanic	17 .16
05220 - Motor Vehicle Mechanic Helper	13 .40
05250 - Motor Vehicle Upholstery Worker	15 .07
05280 - Motor Vehicle Wrecker	15 .85
05310 - Painter, Automotive	16 .58
05340 - Radiator Repair Specialist	15 .85
05370 - Tire Repairer	13 .76
05400 - Transmission Repair Specialist	17 .42

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9 .07
07010 - Baker	12 .43
07041 - Cook I	11 .30
07042 - Cook II	12 .57
07070 - Dishwasher	7 .98
07130 - Meat Cutter	15 .66
07250 - Waiter/Waitress	9 .16

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	16 .58
09040 - Furniture Handler	11 .77
09070 - Furniture Refinisher	16 .58
09100 - Furniture Refinisher Helper	13 .40
09110 - Furniture Repairer, Minor	15 .07
09130 - Upholsterer	16 .58

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9 .54
11060 - Elevator Operator	9 .54
11090 - Gardener	12 .51
11121 - House Keeping Aid I	8 .84
11122 - House Keeping Aid II	9 .54
11150 - Janitor	10 .01
11210 - Laborer, Grounds Maintenance	10 .41
11240 - Maid or Houseman	8 .84
11270 - Pest Controller	12 .12
11300 - Refuse Collector	10 .01
11330 - Tractor Operator	11 .86
11360 - Window Cleaner	10 .28

12000 - Health Occupations

12020 - Dental Assistant	14 .38
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15 .05
12071 - Licensed Practical Nurse I	13 .73
12072 - Licensed Practical Nurse II	15 .40
12073 - Licensed Practical Nurse III	17 .23
12100 - Medical Assistant	12 .90
12130 - Medical Laboratory Technician	13 .89
12160 - Medical Record Clerk	11 .74
12190 - Medical Record Technician	14 .14
12221 - Nursing Assistant I	8 .75
12222 - Nursing Assistant II	9 .84
12223 - Nursing Assistant III	10 .73
12224 - Nursing Assistant IV	11 .71
12250 - Pharmacy Technician	12 .83
12280 - Phlebotomist	12 .10
12311 - Registered Nurse I	16 .73
12312 - Registered Nurse II	25 .50
12313 - Registered Nurse II, Specialist	25 .50
12314 - Registered Nurse III	30 .49
12315 - Registered Nurse III, Anesthetist	30 .49
12316 - Registered Nurse IV	31 .00

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	16 .91
13011 - Exhibits Specialist I	14 .29
13012 - Exhibits Specialist II	17 .69
13013 - Exhibits Specialist III	20 .06
13041 - Illustrator I	15 .26
13042 - Illustrator II	18 .89
13043 - Illustrator III	21 .42
13047 - Librarian	22 .46
13050 - Library Technician	13 .27
13071 - Photographer I	12 .94
13072 - Photographer II	13 .87
13073 - Photographer III	17 .17
13074 - Photographer IV	20 .92
13075 - Photographer V	25 .30

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8 .18
15030 - Counter Attendant	8 .18
15040 - Dry Cleaner	10 .14

15070 - Finisher, Flatwork, Machine	8 .18
15090 - Presser, Hand	8 .18
15100 - Presser, Machine, Drycleaning	8 .18
15130 - Presser, Machine, Shirts	8 .18
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .18
15190 - Sewing Machine Operator	10 .80
15220 - Tailor	11 .46
15250 - Washer, Machine	8 .88

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	16 .58
19040 - Tool and Die Maker	22 .00

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	17 .23
21020 - Material Coordinator	17 .40
21030 - Material Expediter	17 .40
21040 - Material Handling Laborer	12 .65
21050 - Order Filler	11 .94
21071 - Forklift Operator	14 .26
21080 - Production Line Worker (Food Processing)	14 .51
21100 - Shipping/Receiving Clerk	13 .53
21130 - Shipping Packer	13 .56
21140 - Store Worker I	10 .32
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .57
21210 - Tools and Parts Attendant	14 .51
21400 - Warehouse Specialist	14 .51

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	19 .77
23040 - Aircraft Mechanic Helper	15 .70
23050 - Aircraft Quality Control Inspector	21 .74
23060 - Aircraft Servicer	17 .94
23070 - Aircraft Worker	18 .87
23100 - Appliance Mechanic	17 .42
23120 - Bicycle Repairer	13 .76
23125 - Cable Splicer	24 .23
23130 - Carpenter, Maintenance	18 .60
23140 - Carpet Layer	17 .44
23160 - Electrician, Maintenance	24 .42
23181 - Electronics Technician, Maintenance I	13 .65
23182 - Electronics Technician, Maintenance II	20 .42
23183 - Electronics Technician, Maintenance III	23 .53

23260 - Fabric Worker	16 .08
23290 - Fire Alarm System Mechanic	20 .48
23310 - Fire Extinguisher Repairer	16 .05
23340 - Fuel Distribution System Mechanic	21 .08
23370 - General Maintenance Worker	15 .85
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17 .77
23430 - Heavy Equipment Mechanic	19 .22
23440 - Heavy Equipment Operator	20 .73
23460 - Instrument Mechanic	20 .48
23470 - Laborer	11 .13
23500 - Locksmith	16 .58
23530 - Machinery Maintenance Mechanic	20 .05
23550 - Machinist, Maintenance	20 .34
23580 - Maintenance Trades Helper	13 .40
23640 - Millwright	21 .08
23700 - Office Appliance Repairer	19 .38
23740 - Painter, Aircraft	17 .39
23760 - Painter, Maintenance	16 .58
23790 - Pipefitter, Maintenance	23 .49
23800 - Plumber, Maintenance	20 .97
23820 - Pneudraulic Systems Mechanic	20 .48
23850 - Rigger	21 .08
23870 - Scale Mechanic	18 .26
23890 - Sheet-Metal Worker, Maintenance	18 .34
23910 - Small Engine Mechanic	15 .85
23930 - Telecommunication Mechanic I	19 .03
23931 - Telecommunication Mechanic II	19 .95
23950 - Telephone Lineman	20 .48
23960 - Welder, Combination, Maintenance	17 .42
23965 - Well Driller	19 .33
23970 - Woodcraft Worker	20 .02
23980 - Woodworker	14 .24
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9 .95
24580 - Child Care Center Clerk	13 .04
24600 - Chore Aid	9 .56
24630 - Homemaker	14 .74
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19 .33
25040 - Sewage Plant Operator	18 .16
25070 - Stationary Engineer	19 .33

25190 - Ventilation Equipment Tender	14 .65
25210 - Water Treatment Plant Operator	18 .33
27000 - Protective Service Occupations	
(not set) - Police Officer	21 .38
27004 - Alarm Monitor	14 .91
27006 - Corrections Officer	19 .56
27010 - Court Security Officer	20 .23
27040 - Detention Officer	19 .84
27070 - Firefighter	20 .30
27101 - Guard I	10 .58
27102 - Guard II	13 .92
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17 .75
28020 - Hatch Tender	17 .75
28030 - Line Handler	17 .75
28040 - Stevedore I	16 .16
28050 - Stevedore II	17 .64
29000 - Technical Occupations	
21150 - Graphic Artist	18 .88
29010 - Air Traffic Control Specialist, Center (2)	30 .25
29011 - Air Traffic Control Specialist, Station (2)	20 .86
29012 - Air Traffic Control Specialist, Terminal (2)	22 .97
29023 - Archeological Technician I	13 .24
29024 - Archeological Technician II	14 .79
29025 - Archeological Technician III	18 .30
29030 - Cartographic Technician	18 .61
29035 - Computer Based Training (CBT) Specialist/ Instructor	22 .87
29040 - Civil Engineering Technician	19 .28
29061 - Drafter I	11 .99
29062 - Drafter II	13 .79
29063 - Drafter III	14 .78
29064 - Drafter IV	18 .30
29081 - Engineering Technician I	12 .53
29082 - Engineering Technician II	14 .08
29083 - Engineering Technician III	16 .67
29084 - Engineering Technician IV	22 .03
29085 - Engineering Technician V	28 .27
29086 - Engineering Technician VI	31 .42
29090 - Environmental Technician	18 .48
29100 - Flight Simulator/Instructor (Pilot)	27 .75

29160 - Instructor	21 .86
29210 - Laboratory Technician	17 .49
29240 - Mathematical Technician	18 .87
29361 - Paralegal/Legal Assistant I	14 .69
29362 - Paralegal/Legal Assistant II	20 .92
29363 - Paralegal/Legal Assistant III	25 .59
29364 - Paralegal/Legal Assistant IV	30 .97
29390 - Photooptics Technician	18 .87
29480 - Technical Writer	25 .52
29491 - Unexploded Ordnance (UXO) Technician I	19 .23
29492 - Unexploded Ordnance (UXO) Technician II	23 .26
29493 - Unexploded Ordnance (UXO) Technician III	27 .88
29494 - Unexploded (UXO) Safety Escort	19 .23
29495 - Unexploded (UXO) Sweep Personnel	19 .23
29620 - Weather Observer, Senior (3)	17 .63
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15 .90
29622 - Weather Observer, Upper Air	15 .90
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15 .37
31260 - Parking and Lot Attendant	9 .18
31290 - Shuttle Bus Driver	11 .64
31300 - Taxi Driver	9 .68
31361 - Truckdriver, Light Truck	11 .64
31362 - Truckdriver, Medium Truck	16 .91
31363 - Truckdriver, Heavy Truck	17 .67
31364 - Truckdriver, Tractor-Trailer	17 .67
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9 .62
99030 - Cashier	11 .02
99041 - Carnival Equipment Operator	10 .68
99042 - Carnival Equipment Repairer	11 .34
99043 - Carnival Worker	8 .70
99050 - Desk Clerk	10 .45
99095 - Embalmer	18 .43
99300 - Lifeguard	10 .00
99310 - Mortician	18 .61
99350 - Park Attendant (Aide)	12 .69
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10 .59
99500 - Recreation Specialist	14 .49
99510 - Recycling Worker	13 .52
99610 - Sales Clerk	10 .87

99620 - School Crossing Guard (Crosswalk Attendant)	11 .01
99630 - Sport Official	10 .10
99658 - Survey Party Chief (Chief of Party)	21 .53
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17 .39
99660 - Surveying Aide	12 .69
99690 - Swimming Pool Operator	15 .85
99720 - Vending Machine Attendant	13 .43
99730 - Vending Machine Repairer	15 .85
99740 - Vending Machine Repairer Helper	13 .43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than

small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's

recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
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Wage Determination No.: 1994-2439

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Date of Last Revision: 05/27/2004

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9 .79
01012 - Accounting Clerk II	10 .69
01013 - Accounting Clerk III	13 .07
01014 - Accounting Clerk IV	14 .62
01030 - Court Reporter	13 .67
01050 - Dispatcher, Motor Vehicle	13 .96
01060 - Document Preparation Clerk	10 .41
01070 - Messenger (Courier)	9 .77
01090 - Duplicating Machine Operator	10 .41
01110 - Film/Tape Librarian	11 .96
01115 - General Clerk I	8 .59
01116 - General Clerk II	9 .67
01117 - General Clerk III	11 .54
01118 - General Clerk IV	12 .96
01120 - Housing Referral Assistant	15 .18
01131 - Key Entry Operator I	10 .07
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01191 - Order Clerk I	10 .23
01192 - Order Clerk II	14 .27
01261 - Personnel Assistant (Employment) I	10 .69
01262 - Personnel Assistant (Employment) II	13 .42
01263 - Personnel Assistant (Employment) III	14 .69
01264 - Personnel Assistant (Employment) IV	16 .07
01270 - Production Control Clerk	13 .68
01290 - Rental Clerk	10 .64

01300 - Scheduler, Maintenance	11 .89
01311 - Secretary I	12 .49
01312 - Secretary II	13 .67
01313 - Secretary III	15 .18
01314 - Secretary IV	16 .80
01315 - Secretary V	18 .62
01320 - Service Order Dispatcher	12 .44
01341 - Stenographer I	11 .81
01342 - Stenographer II	12 .49
01400 - Supply Technician	16 .80
01420 - Survey Worker (Interviewer)	12 .77
01460 - Switchboard Operator-Receptionist	11 .47
01510 - Test Examiner	13 .67
01520 - Test Proctor	13 .67
01531 - Travel Clerk I	10 .87
01532 - Travel Clerk II	11 .78
01533 - Travel Clerk III	12 .67
01611 - Word Processor I	11 .01
01612 - Word Processor II	12 .35
01613 - Word Processor III	15 .23

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11 .80
03041 - Computer Operator I	11 .80
03042 - Computer Operator II	13 .20
03043 - Computer Operator III	14 .72
03044 - Computer Operator IV	16 .35
03045 - Computer Operator V	18 .11
03071 - Computer Programmer I (1)	13 .33
03072 - Computer Programmer II (1)	16 .53
03073 - Computer Programmer III (1)	20 .22
03074 - Computer Programmer IV (1)	24 .45
03101 - Computer Systems Analyst I (1)	22 .05
03102 - Computer Systems Analyst II (1)	26 .71
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	11 .80

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	19 .81
05010 - Automotive Glass Installer	14 .30
05040 - Automotive Worker	14 .63
05070 - Electrician, Automotive	15 .35
05100 - Mobile Equipment Servicer	12 .90

05130 - Motor Equipment Metal Mechanic	16 .06
05160 - Motor Equipment Metal Worker	14 .63
05190 - Motor Vehicle Mechanic	16 .06
05220 - Motor Vehicle Mechanic Helper	12 .16
05250 - Motor Vehicle Upholstery Worker	13 .92
05280 - Motor Vehicle Wrecker	14 .63
05310 - Painter, Automotive	16 .51
05340 - Radiator Repair Specialist	14 .63
05370 - Tire Repairer	11 .59
05400 - Transmission Repair Specialist	16 .06

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8 .37
07010 - Baker	11 .23
07041 - Cook I	9 .67
07042 - Cook II	10 .72
07070 - Dishwasher	7 .87
07130 - Meat Cutter	14 .77
07250 - Waiter/Waitress	8 .43

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	13 .76
09040 - Furniture Handler	10 .59
09070 - Furniture Refinisher	13 .76
09100 - Furniture Refinisher Helper	11 .14
09110 - Furniture Repairer, Minor	12 .48
09130 - Upholsterer	13 .76

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8 .98
11060 - Elevator Operator	8 .98
11090 - Gardener	11 .41
11121 - House Keeping Aid I	8 .25
11122 - House Keeping Aid II	9 .30
11150 - Janitor	9 .69
11210 - Laborer, Grounds Maintenance	11 .20
11240 - Maid or Houseman	8 .25
11270 - Pest Controller	13 .96
11300 - Refuse Collector	10 .60
11330 - Tractor Operator	12 .83
11360 - Window Cleaner	10 .41

12000 - Health Occupations

12020 - Dental Assistant	15 .63
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .07
12071 - Licensed Practical Nurse I	12 .12
12072 - Licensed Practical Nurse II	13 .60
12073 - Licensed Practical Nurse III	15 .21
12100 - Medical Assistant	13 .73
12130 - Medical Laboratory Technician	13 .73
12160 - Medical Record Clerk	11 .23
12190 - Medical Record Technician	15 .55
12221 - Nursing Assistant I	9 .01
12222 - Nursing Assistant II	10 .12
12223 - Nursing Assistant III	11 .05
12224 - Nursing Assistant IV	12 .39
12250 - Pharmacy Technician	12 .41
12280 - Phlebotomist	13 .59
12311 - Registered Nurse I	17 .34
12312 - Registered Nurse II	21 .21
12313 - Registered Nurse II, Specialist	21 .21
12314 - Registered Nurse III	25 .67
12315 - Registered Nurse III, Anesthetist	25 .67
12316 - Registered Nurse IV	30 .75
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20 .20
13011 - Exhibits Specialist I	16 .30
13012 - Exhibits Specialist II	19 .44
13013 - Exhibits Specialist III	22 .55
13041 - Illustrator I	16 .30
13042 - Illustrator II	19 .37
13043 - Illustrator III	22 .35
13047 - Librarian	20 .65
13050 - Library Technician	14 .75
13071 - Photographer I	13 .28
13072 - Photographer II	15 .17
13073 - Photographer III	17 .67
13074 - Photographer IV	20 .32
13075 - Photographer V	24 .60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7 .88
15030 - Counter Attendant	7 .88
15040 - Dry Cleaner	10 .25
15070 - Finisher, Flatwork, Machine	8 .43

15090 - Presser, Hand	8 .43
15100 - Presser, Machine, Drycleaning	8 .43
15130 - Presser, Machine, Shirts	8 .43
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .43
15190 - Sewing Machine Operator	11 .06
15220 - Tailor	11 .79
15250 - Washer, Machine	8 .67

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	15 .77
19040 - Tool and Die Maker	20 .83

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	14 .31
21020 - Material Coordinator	14 .61
21030 - Material Expediter	14 .61
21040 - Material Handling Laborer	12 .69
21050 - Order Filler	11 .03
21071 - Forklift Operator	13 .75
21080 - Production Line Worker (Food Processing)	13 .55
21100 - Shipping/Receiving Clerk	11 .33
21130 - Shipping Packer	11 .33
21140 - Store Worker I	10 .51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .61
21210 - Tools and Parts Attendant	13 .55
21400 - Warehouse Specialist	13 .55

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	19 .08
23040 - Aircraft Mechanic Helper	13 .66
23050 - Aircraft Quality Control Inspector	19 .92
23060 - Aircraft Servicer	16 .54
23070 - Aircraft Worker	17 .09
23100 - Appliance Mechanic	15 .36
23120 - Bicycle Repairer	11 .43
23125 - Cable Splicer	21 .04
23130 - Carpenter, Maintenance	15 .91
23140 - Carpet Layer	14 .81
23160 - Electrician, Maintenance	21 .63
23181 - Electronics Technician, Maintenance I	18 .85
23182 - Electronics Technician, Maintenance II	20 .67
23183 - Electronics Technician, Maintenance III	21 .64
23260 - Fabric Worker	16 .10

23290 - Fire Alarm System Mechanic	19 .44
23310 - Fire Extinguisher Repairer	15 .10
23340 - Fuel Distribution System Mechanic	17 .67
23370 - General Maintenance Worker	13 .83
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16 .78
23430 - Heavy Equipment Mechanic	19 .40
23440 - Heavy Equipment Operator	19 .68
23460 - Instrument Mechanic	19 .08
23470 - Laborer	10 .73
23500 - Locksmith	18 .09
23530 - Machinery Maintenance Mechanic	17 .70
23550 - Machinist, Maintenance	16 .61
23580 - Maintenance Trades Helper	11 .14
23640 - Millwright	21 .04
23700 - Office Appliance Repairer	18 .09
23740 - Painter, Aircraft	18 .03
23760 - Painter, Maintenance	13 .73
23790 - Pipefitter, Maintenance	21 .04
23800 - Plumber, Maintenance	19 .60
23820 - Pneudraulic Systems Mechanic	19 .08
23850 - Rigger	19 .08
23870 - Scale Mechanic	17 .09
23890 - Sheet-Metal Worker, Maintenance	17 .59
23910 - Small Engine Mechanic	15 .86
23930 - Telecommunication Mechanic I	17 .42
23931 - Telecommunication Mechanic II	18 .19
23950 - Telephone Lineman	19 .08
23960 - Welder, Combination, Maintenance	14 .40
23965 - Well Driller	19 .08
23970 - Woodcraft Worker	19 .08
23980 - Woodworker	13 .56

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9 .29
24580 - Child Care Center Clerk	11 .58
24600 - Chore Aid	8 .71
24630 - Homemaker	15 .76

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	19 .16
25040 - Sewage Plant Operator	19 .11
25070 - Stationary Engineer	19 .16
25190 - Ventilation Equipment Tender	14 .11

25210 - Water Treatment Plant Operator	19 .11
27000 - Protective Service Occupations	
(not set) - Police Officer	22 .86
27004 - Alarm Monitor	15 .75
27006 - Corrections Officer	19 .42
27010 - Court Security Officer	19 .42
27040 - Detention Officer	19 .42
27070 - Firefighter	20 .00
27101 - Guard I	9 .14
27102 - Guard II	13 .71
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15 .77
28020 - Hatch Tender	15 .77
28030 - Line Handler	15 .77
28040 - Stevedore I	13 .65
28050 - Stevedore II	16 .54
29000 - Technical Occupations	
21150 - Graphic Artist	18 .41
29010 - Air Traffic Control Specialist, Center (2)	29 .93
29011 - Air Traffic Control Specialist, Station (2)	20 .63
29012 - Air Traffic Control Specialist, Terminal (2)	22 .72
29023 - Archeological Technician I	15 .98
29024 - Archeological Technician II	17 .91
29025 - Archeological Technician III	22 .15
29030 - Cartographic Technician	21 .51
29035 - Computer Based Training (CBT) Specialist/ Instructor	22 .05
29040 - Civil Engineering Technician	20 .99
29061 - Drafter I	12 .35
29062 - Drafter II	15 .38
29063 - Drafter III	18 .08
29064 - Drafter IV	21 .05
29081 - Engineering Technician I	12 .55
29082 - Engineering Technician II	15 .70
29083 - Engineering Technician III	18 .44
29084 - Engineering Technician IV	21 .42
29085 - Engineering Technician V	26 .20
29086 - Engineering Technician VI	31 .70
29090 - Environmental Technician	18 .15
29100 - Flight Simulator/Instructor (Pilot)	26 .71
29160 - Instructor	20 .32

29210 - Laboratory Technician	16 .58
29240 - Mathematical Technician	18 .50
29361 - Paralegal/Legal Assistant I	13 .94
29362 - Paralegal/Legal Assistant II	16 .94
29363 - Paralegal/Legal Assistant III	20 .67
29364 - Paralegal/Legal Assistant IV	25 .07
29390 - Photooptics Technician	20 .39
29480 - Technical Writer	18 .99
29491 - Unexploded Ordnance (UXO) Technician I	19 .02
29492 - Unexploded Ordnance (UXO) Technician II	23 .01
29493 - Unexploded Ordnance (UXO) Technician III	27 .58
29494 - Unexploded (UXO) Safety Escort	19 .02
29495 - Unexploded (UXO) Sweep Personnel	19 .02
29620 - Weather Observer, Senior (3)	18 .28
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .22
29622 - Weather Observer, Upper Air (3)	16 .22

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	11 .48
31260 - Parking and Lot Attendant	7 .50
31290 - Shuttle Bus Driver	11 .19
31300 - Taxi Driver	9 .53
31361 - Truckdriver, Light Truck	11 .19
31362 - Truckdriver, Medium Truck	14 .17
31363 - Truckdriver, Heavy Truck	15 .04
31364 - Truckdriver, Tractor-Trailer	15 .04

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8 .72
99030 - Cashier	9 .10
99041 - Carnival Equipment Operator	10 .88
99042 - Carnival Equipment Repairer	11 .56
99043 - Carnival Worker	8 .87
99050 - Desk Clerk	9 .29
99095 - Embalmer	19 .02
99300 - Lifeguard	9 .99
99310 - Mortician	19 .02
99350 - Park Attendant (Aide)	12 .55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .99
99500 - Recreation Specialist	12 .88
99510 - Recycling Worker	10 .34
99610 - Sales Clerk	10 .91
99620 - School Crossing Guard (Crosswalk Attendant)	9 .32

99630 - Sport Official	9 .99
99658 - Survey Party Chief (Chief of Party)	19 .11
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16 .34
99660 - Surveying Aide	12 .00
99690 - Swimming Pool Operator	15 .48
99720 - Vending Machine Attendant	13 .16
99730 - Vending Machine Repairer	15 .48
99740 - Vending Machine Repairer Helper	13 .16

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

William W. Gross
Director

Division of Wage
Determinations

Wage Determination No.: 1994-2439

Revision No.: 22

Date of Last Revision: 05/27/2004

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9 .79
01012 - Accounting Clerk II	10 .69
01013 - Accounting Clerk III	13 .07
01014 - Accounting Clerk IV	14 .62
01030 - Court Reporter	13 .67
01050 - Dispatcher, Motor Vehicle	13 .96
01060 - Document Preparation Clerk	10 .41
01070 - Messenger (Courier)	9 .77
01090 - Duplicating Machine Operator	10 .41
01110 - Film/Tape Librarian	11 .96
01115 - General Clerk I	8 .59
01116 - General Clerk II	9 .67
01117 - General Clerk III	11 .54
01118 - General Clerk IV	12 .96
01120 - Housing Referral Assistant	15 .18
01131 - Key Entry Operator I	10 .07
01132 - Key Entry Operator II	11 .07
01191 - Order Clerk I	10 .23
01192 - Order Clerk II	14 .27
01261 - Personnel Assistant (Employment) I	10 .69
01262 - Personnel Assistant (Employment) II	13 .42
01263 - Personnel Assistant (Employment) III	14 .69
01264 - Personnel Assistant (Employment) IV	16 .07
01270 - Production Control Clerk	13 .68
01290 - Rental Clerk	10 .64

01300 - Scheduler, Maintenance	11 .89
01311 - Secretary I	12 .49
01312 - Secretary II	13 .67
01313 - Secretary III	15 .18
01314 - Secretary IV	16 .80
01315 - Secretary V	18 .62
01320 - Service Order Dispatcher	12 .44
01341 - Stenographer I	11 .81
01342 - Stenographer II	12 .49
01400 - Supply Technician	16 .80
01420 - Survey Worker (Interviewer)	12 .77
01460 - Switchboard Operator-Receptionist	11 .47
01510 - Test Examiner	13 .67
01520 - Test Proctor	13 .67
01531 - Travel Clerk I	10 .87
01532 - Travel Clerk II	11 .78
01533 - Travel Clerk III	12 .67
01611 - Word Processor I	11 .01
01612 - Word Processor II	12 .35
01613 - Word Processor III	15 .23

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11 .80
03041 - Computer Operator I	11 .80
03042 - Computer Operator II	13 .20
03043 - Computer Operator III	14 .72
03044 - Computer Operator IV	16 .35
03045 - Computer Operator V	18 .11
03071 - Computer Programmer I (1)	13 .33
03072 - Computer Programmer II (1)	16 .53
03073 - Computer Programmer III (1)	20 .22
03074 - Computer Programmer IV (1)	24 .45
03101 - Computer Systems Analyst I (1)	22 .05
03102 - Computer Systems Analyst II (1)	26 .71
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	11 .80

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	19 .81
05010 - Automotive Glass Installer	14 .30
05040 - Automotive Worker	14 .63
05070 - Electrician, Automotive	15 .35
05100 - Mobile Equipment Servicer	12 .90

05130 - Motor Equipment Metal Mechanic	16 .06
05160 - Motor Equipment Metal Worker	14 .63
05190 - Motor Vehicle Mechanic	16 .06
05220 - Motor Vehicle Mechanic Helper	12 .16
05250 - Motor Vehicle Upholstery Worker	13 .92
05280 - Motor Vehicle Wrecker	14 .63
05310 - Painter, Automotive	16 .51
05340 - Radiator Repair Specialist	14 .63
05370 - Tire Repairer	11 .59
05400 - Transmission Repair Specialist	16 .06

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8 .37
07010 - Baker	11 .23
07041 - Cook I	9 .67
07042 - Cook II	10 .72
07070 - Dishwasher	7 .87
07130 - Meat Cutter	14 .77
07250 - Waiter/Waitress	8 .43

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	13 .76
09040 - Furniture Handler	10 .59
09070 - Furniture Refinisher	13 .76
09100 - Furniture Refinisher Helper	11 .14
09110 - Furniture Repairer, Minor	12 .48
09130 - Upholsterer	13 .76

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8 .98
11060 - Elevator Operator	8 .98
11090 - Gardener	11 .41
11121 - House Keeping Aid I	8 .25
11122 - House Keeping Aid II	9 .30
11150 - Janitor	9 .69
11210 - Laborer, Grounds Maintenance	11 .20
11240 - Maid or Houseman	8 .25
11270 - Pest Controller	13 .96
11300 - Refuse Collector	10 .60
11330 - Tractor Operator	12 .83
11360 - Window Cleaner	10 .41

12000 - Health Occupations

12020 - Dental Assistant	15 .63
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .07
12071 - Licensed Practical Nurse I	12 .12
12072 - Licensed Practical Nurse II	13 .60
12073 - Licensed Practical Nurse III	15 .21
12100 - Medical Assistant	13 .73
12130 - Medical Laboratory Technician	13 .73
12160 - Medical Record Clerk	11 .23
12190 - Medical Record Technician	15 .55
12221 - Nursing Assistant I	9 .01
12222 - Nursing Assistant II	10 .12
12223 - Nursing Assistant III	11 .05
12224 - Nursing Assistant IV	12 .39
12250 - Pharmacy Technician	12 .41
12280 - Phlebotomist	13 .59
12311 - Registered Nurse I	17 .34
12312 - Registered Nurse II	21 .21
12313 - Registered Nurse II, Specialist	21 .21
12314 - Registered Nurse III	25 .67
12315 - Registered Nurse III, Anesthetist	25 .67
12316 - Registered Nurse IV	30 .75
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20 .20
13011 - Exhibits Specialist I	16 .30
13012 - Exhibits Specialist II	19 .44
13013 - Exhibits Specialist III	22 .55
13041 - Illustrator I	16 .30
13042 - Illustrator II	19 .37
13043 - Illustrator III	22 .35
13047 - Librarian	20 .65
13050 - Library Technician	14 .75
13071 - Photographer I	13 .28
13072 - Photographer II	15 .17
13073 - Photographer III	17 .67
13074 - Photographer IV	20 .32
13075 - Photographer V	24 .60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7 .88
15030 - Counter Attendant	7 .88
15040 - Dry Cleaner	10 .25
15070 - Finisher, Flatwork, Machine	8 .43

15090 - Presser, Hand	8 .43
15100 - Presser, Machine, Drycleaning	8 .43
15130 - Presser, Machine, Shirts	8 .43
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .43
15190 - Sewing Machine Operator	11 .06
15220 - Tailor	11 .79
15250 - Washer, Machine	8 .67
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15 .77
19040 - Tool and Die Maker	20 .83
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14 .31
21020 - Material Coordinator	14 .61
21030 - Material Expediter	14 .61
21040 - Material Handling Laborer	12 .69
21050 - Order Filler	11 .03
21071 - Forklift Operator	13 .75
21080 - Production Line Worker (Food Processing)	13 .55
21100 - Shipping/Receiving Clerk	11 .33
21130 - Shipping Packer	11 .33
21140 - Store Worker I	10 .51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .61
21210 - Tools and Parts Attendant	13 .55
21400 - Warehouse Specialist	13 .55
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19 .08
23040 - Aircraft Mechanic Helper	13 .66
23050 - Aircraft Quality Control Inspector	19 .92
23060 - Aircraft Servicer	16 .54
23070 - Aircraft Worker	17 .09
23100 - Appliance Mechanic	15 .36
23120 - Bicycle Repairer	11 .43
23125 - Cable Splicer	21 .04
23130 - Carpenter, Maintenance	15 .91
23140 - Carpet Layer	14 .81
23160 - Electrician, Maintenance	21 .63
23181 - Electronics Technician, Maintenance I	18 .85
23182 - Electronics Technician, Maintenance II	20 .67
23183 - Electronics Technician, Maintenance III	21 .64
23260 - Fabric Worker	16 .10

23290 - Fire Alarm System Mechanic	19 .44
23310 - Fire Extinguisher Repairer	15 .10
23340 - Fuel Distribution System Mechanic	17 .67
23370 - General Maintenance Worker	13 .83
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16 .78
23430 - Heavy Equipment Mechanic	19 .40
23440 - Heavy Equipment Operator	19 .68
23460 - Instrument Mechanic	19 .08
23470 - Laborer	10 .73
23500 - Locksmith	18 .09
23530 - Machinery Maintenance Mechanic	17 .70
23550 - Machinist, Maintenance	16 .61
23580 - Maintenance Trades Helper	11 .14
23640 - Millwright	21 .04
23700 - Office Appliance Repairer	18 .09
23740 - Painter, Aircraft	18 .03
23760 - Painter, Maintenance	13 .73
23790 - Pipefitter, Maintenance	21 .04
23800 - Plumber, Maintenance	19 .60
23820 - Pneudraulic Systems Mechanic	19 .08
23850 - Rigger	19 .08
23870 - Scale Mechanic	17 .09
23890 - Sheet-Metal Worker, Maintenance	17 .59
23910 - Small Engine Mechanic	15 .86
23930 - Telecommunication Mechanic I	17 .42
23931 - Telecommunication Mechanic II	18 .19
23950 - Telephone Lineman	19 .08
23960 - Welder, Combination, Maintenance	14 .40
23965 - Well Driller	19 .08
23970 - Woodcraft Worker	19 .08
23980 - Woodworker	13 .56

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9 .29
24580 - Child Care Center Clerk	11 .58
24600 - Chore Aid	8 .71
24630 - Homemaker	15 .76

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	19 .16
25040 - Sewage Plant Operator	19 .11
25070 - Stationary Engineer	19 .16
25190 - Ventilation Equipment Tender	14 .11

25210 - Water Treatment Plant Operator	19 .11
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27000 - Protective Service Occupations

(not set) - Police Officer	22 .86
27004 - Alarm Monitor	15 .75
27006 - Corrections Officer	19 .42
27010 - Court Security Officer	19 .42
27040 - Detention Officer	19 .42
27070 - Firefighter	20 .00
27101 - Guard I	9 .14
27102 - Guard II	13 .71

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	15 .77
28020 - Hatch Tender	15 .77
28030 - Line Handler	15 .77
28040 - Stevedore I	13 .65
28050 - Stevedore II	16 .54

29000 - Technical Occupations

21150 - Graphic Artist	18 .41
29010 - Air Traffic Control Specialist, Center (2)	29 .93
29011 - Air Traffic Control Specialist, Station (2)	20 .63
29012 - Air Traffic Control Specialist, Terminal (2)	22 .72
29023 - Archeological Technician I	15 .98
29024 - Archeological Technician II	17 .91
29025 - Archeological Technician III	22 .15
29030 - Cartographic Technician	21 .51
29035 - Computer Based Training (CBT) Specialist/ Instructor	22 .05
29040 - Civil Engineering Technician	20 .99
29061 - Drafter I	12 .35
29062 - Drafter II	15 .38
29063 - Drafter III	18 .08
29064 - Drafter IV	21 .05
29081 - Engineering Technician I	12 .55
29082 - Engineering Technician II	15 .70
29083 - Engineering Technician III	18 .44
29084 - Engineering Technician IV	21 .42
29085 - Engineering Technician V	26 .20
29086 - Engineering Technician VI	31 .70
29090 - Environmental Technician	18 .15
29100 - Flight Simulator/Instructor (Pilot)	26 .71
29160 - Instructor	20 .32

29210 - Laboratory Technician	16 .58
29240 - Mathematical Technician	18 .50
29361 - Paralegal/Legal Assistant I	13 .94
29362 - Paralegal/Legal Assistant II	16 .94
29363 - Paralegal/Legal Assistant III	20 .67
29364 - Paralegal/Legal Assistant IV	25 .07
29390 - Photooptics Technician	20 .39
29480 - Technical Writer	18 .99
29491 - Unexploded Ordnance (UXO) Technician I	19 .02
29492 - Unexploded Ordnance (UXO) Technician II	23 .01
29493 - Unexploded Ordnance (UXO) Technician III	27 .58
29494 - Unexploded (UXO) Safety Escort	19 .02
29495 - Unexploded (UXO) Sweep Personnel	19 .02
29620 - Weather Observer, Senior (3)	18 .28
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .22
29622 - Weather Observer, Upper Air (3)	16 .22

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	11 .48
31260 - Parking and Lot Attendant	7 .50
31290 - Shuttle Bus Driver	11 .19
31300 - Taxi Driver	9 .53
31361 - Truckdriver, Light Truck	11 .19
31362 - Truckdriver, Medium Truck	14 .17
31363 - Truckdriver, Heavy Truck	15 .04
31364 - Truckdriver, Tractor-Trailer	15 .04

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8 .72
99030 - Cashier	9 .10
99041 - Carnival Equipment Operator	10 .88
99042 - Carnival Equipment Repairer	11 .56
99043 - Carnival Worker	8 .87
99050 - Desk Clerk	9 .29
99095 - Embalmer	19 .02
99300 - Lifeguard	9 .99
99310 - Mortician	19 .02
99350 - Park Attendant (Aide)	12 .55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .99
99500 - Recreation Specialist	12 .88
99510 - Recycling Worker	10 .34
99610 - Sales Clerk	10 .91
99620 - School Crossing Guard (Crosswalk Attendant)	9 .32

99630 - Sport Official	9 .99
99658 - Survey Party Chief (Chief of Party)	19 .11
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16 .34
99660 - Surveying Aide	12 .00
99690 - Swimming Pool Operator	15 .48
99720 - Vending Machine Attendant	13 .16
99730 - Vending Machine Repairer	15 .48
99740 - Vending Machine Repairer Helper	13 .16

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2569

Revision No.: 21

Date of Last Revision: 05/27/2004

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	10 .58
01012 - Accounting Clerk II	11 .87
01013 - Accounting Clerk III	13 .53
01014 - Accounting Clerk IV	16 .34
01030 - Court Reporter	14 .95
01050 - Dispatcher, Motor Vehicle	14 .85
01060 - Document Preparation Clerk	12 .01
01070 - Messenger (Courier)	9 .49
01090 - Duplicating Machine Operator	12 .01
01110 - Film/Tape Librarian	12 .14
01115 - General Clerk I	9 .20
01116 - General Clerk II	10 .25
01117 - General Clerk III	12 .01
01118 - General Clerk IV	13 .46
01120 - Housing Referral Assistant	18 .17
01131 - Key Entry Operator I	11 .14
01132 - Key Entry Operator II	12 .01
01191 - Order Clerk I	11 .07
01192 - Order Clerk II	12 .09
01261 - Personnel Assistant (Employment) I	12 .01
01262 - Personnel Assistant (Employment) II	13 .48
01263 - Personnel Assistant (Employment) III	15 .08
01264 - Personnel Assistant (Employment) IV	17 .11
01270 - Production Control Clerk	17 .02
01290 - Rental Clerk	11 .59

01300 - Scheduler, Maintenance	13 .99
01311 - Secretary I	13 .99
01312 - Secretary II	15 .63
01313 - Secretary III	18 .66
01314 - Secretary IV	20 .92
01315 - Secretary V	23 .14
01320 - Service Order Dispatcher	15 .10
01341 - Stenographer I	12 .01
01342 - Stenographer II	13 .33
01400 - Supply Technician	20 .92
01420 - Survey Worker (Interviewer)	12 .55
01460 - Switchboard Operator-Receptionist	10 .38
01510 - Test Examiner	15 .63
01520 - Test Proctor	15 .63
01531 - Travel Clerk I	11 .74
01532 - Travel Clerk II	12 .62
01533 - Travel Clerk III	13 .50
01611 - Word Processor I	11 .34
01612 - Word Processor II	12 .74
01613 - Word Processor III	14 .25

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11 .06
03041 - Computer Operator I	13 .18
03042 - Computer Operator II	16 .28
03043 - Computer Operator III	20 .58
03044 - Computer Operator IV	23 .79
03045 - Computer Operator V	25 .52
03071 - Computer Programmer I (1)	17 .97
03072 - Computer Programmer II (1)	23 .03
03073 - Computer Programmer III (1)	27 .32
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	24 .00
03102 - Computer Systems Analyst II (1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	13 .52

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	18 .71
05010 - Automotive Glass Installer	16 .84
05040 - Automotive Worker	16 .84
05070 - Electrician, Automotive	17 .78
05100 - Mobile Equipment Servicer	14 .95

05130 - Motor Equipment Metal Mechanic	18 .71
05160 - Motor Equipment Metal Worker	16 .84
05190 - Motor Vehicle Mechanic	18 .71
05220 - Motor Vehicle Mechanic Helper	14 .00
05250 - Motor Vehicle Upholstery Worker	15 .88
05280 - Motor Vehicle Wrecker	16 .84
05310 - Painter, Automotive	17 .78
05340 - Radiator Repair Specialist	16 .84
05370 - Tire Repairer	14 .44
05400 - Transmission Repair Specialist	18 .71

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9 .89
07010 - Baker	15 .66
07041 - Cook I	13 .97
07042 - Cook II	15 .66
07070 - Dishwasher	9 .89
07130 - Meat Cutter	15 .66
07250 - Waiter/Waitress	11 .04

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	17 .78
09040 - Furniture Handler	11 .71
09070 - Furniture Refinisher	17 .78
09100 - Furniture Refinisher Helper	14 .00
09110 - Furniture Repairer, Minor	15 .88
09130 - Upholsterer	17 .78

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9 .92
11060 - Elevator Operator	10 .88
11090 - Gardener	15 .35
11121 - House Keeping Aid I	8 .76
11122 - House Keeping Aid II	10 .39
11150 - Janitor	11 .97
11210 - Laborer, Grounds Maintenance	12 .13
11240 - Maid or Houseman	9 .22
11270 - Pest Controller	17 .88
11300 - Refuse Collector	11 .97
11330 - Tractor Operator	14 .51
11360 - Window Cleaner	13 .35

12000 - Health Occupations

12020 - Dental Assistant	13 .83
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .54
12071 - Licensed Practical Nurse I	12 .79
12072 - Licensed Practical Nurse II	14 .34
12073 - Licensed Practical Nurse III	16 .05
12100 - Medical Assistant	12 .36
12130 - Medical Laboratory Technician	13 .55
12160 - Medical Record Clerk	12 .40
12190 - Medical Record Technician	13 .58
12221 - Nursing Assistant I	8 .23
12222 - Nursing Assistant II	9 .25
12223 - Nursing Assistant III	10 .09
12224 - Nursing Assistant IV	11 .32
12250 - Pharmacy Technician	12 .82
12280 - Phlebotomist	13 .01
12311 - Registered Nurse I	19 .16
12312 - Registered Nurse II	23 .46
12313 - Registered Nurse II, Specialist	23 .46
12314 - Registered Nurse III	28 .39
12315 - Registered Nurse III, Anesthetist	28 .39
12316 - Registered Nurse IV	34 .00

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	17 .92
13011 - Exhibits Specialist I	15 .52
13012 - Exhibits Specialist II	18 .52
13013 - Exhibits Specialist III	20 .53
13041 - Illustrator I	15 .52
13042 - Illustrator II	18 .52
13043 - Illustrator III	20 .53
13047 - Librarian	23 .17
13050 - Library Technician	13 .59
13071 - Photographer I	15 .10
13072 - Photographer II	17 .46
13073 - Photographer III	20 .92
13074 - Photographer IV	23 .31
13075 - Photographer V	25 .87

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8 .62
15030 - Counter Attendant	8 .62
15040 - Dry Cleaner	10 .89
15070 - Finisher, Flatwork, Machine	8 .62

15090 - Presser, Hand	8 .62
15100 - Presser, Machine, Drycleaning	8 .62
15130 - Presser, Machine, Shirts	8 .62
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .62
15190 - Sewing Machine Operator	11 .65
15220 - Tailor	12 .41
15250 - Washer, Machine	9 .38

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	18 .96
19040 - Tool and Die Maker	22 .98

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	15 .89
21020 - Material Coordinator	16 .65
21030 - Material Expediter	16 .65
21040 - Material Handling Laborer	10 .15
21050 - Order Filler	11 .28
21071 - Forklift Operator	11 .81
21080 - Production Line Worker (Food Processing)	12 .34
21100 - Shipping/Receiving Clerk	11 .14
21130 - Shipping Packer	11 .23
21140 - Store Worker I	10 .09
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .61
21210 - Tools and Parts Attendant	12 .32
21400 - Warehouse Specialist	12 .76

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	18 .66
23040 - Aircraft Mechanic Helper	14 .00
23050 - Aircraft Quality Control Inspector	19 .68
23060 - Aircraft Servicer	15 .88
23070 - Aircraft Worker	16 .84
23100 - Appliance Mechanic	17 .78
23120 - Bicycle Repairer	14 .44
23125 - Cable Splicer	20 .58
23130 - Carpenter, Maintenance	18 .69
23140 - Carpet Layer	16 .84
23160 - Electrician, Maintenance	22 .97
23181 - Electronics Technician, Maintenance I	16 .75
23182 - Electronics Technician, Maintenance II	20 .50
23183 - Electronics Technician, Maintenance III	21 .58
23260 - Fabric Worker	16 .77

23290 - Fire Alarm System Mechanic	19 .87
23310 - Fire Extinguisher Repairer	15 .76
23340 - Fuel Distribution System Mechanic	19 .87
23370 - General Maintenance Worker	16 .84
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18 .71
23430 - Heavy Equipment Mechanic	21 .15
23440 - Heavy Equipment Operator	20 .13
23460 - Instrument Mechanic	19 .87
23470 - Laborer	9 .99
23500 - Locksmith	17 .78
23530 - Machinery Maintenance Mechanic	18 .71
23550 - Machinist, Maintenance	18 .71
23580 - Maintenance Trades Helper	14 .00
23640 - Millwright	19 .87
23700 - Office Appliance Repairer	18 .84
23740 - Painter, Aircraft	18 .84
23760 - Painter, Maintenance	17 .78
23790 - Pipefitter, Maintenance	22 .58
23800 - Plumber, Maintenance	21 .45
23820 - Pneudraulic Systems Mechanic	19 .87
23850 - Rigger	19 .87
23870 - Scale Mechanic	17 .81
23890 - Sheet-Metal Worker, Maintenance	20 .58
23910 - Small Engine Mechanic	17 .81
23930 - Telecommunication Mechanic I	19 .87
23931 - Telecommunication Mechanic II	20 .91
23950 - Telephone Lineman	19 .87
23960 - Welder, Combination, Maintenance	18 .71
23965 - Well Driller	19 .87
23970 - Woodcraft Worker	19 .87
23980 - Woodworker	15 .76

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9 .13
24580 - Child Care Center Clerk	12 .40
24600 - Chore Aid	10 .51
24630 - Homemaker	13 .13

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	22 .56
25040 - Sewage Plant Operator	21 .39
25070 - Stationary Engineer	22 .56
25190 - Ventilation Equipment Tender	18 .71

25210 - Water Treatment Plant Operator 21 .19

27000 - Protective Service Occupations

(not set) - Police Officer 25 .20
 27004 - Alarm Monitor 13 .67
 27006 - Corrections Officer 18 .00
 27010 - Court Security Officer 20 .23
 27040 - Detention Officer 18 .00
 27070 - Firefighter 20 .67
 27101 - Guard I 10 .89
 27102 - Guard II 13 .67

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer 17 .67
 28020 - Hatch Tender 17 .67
 28030 - Line Handler 17 .67
 28040 - Stevedore I 16 .36
 28050 - Stevedore II 18 .84

29000 - Technical Occupations

21150 - Graphic Artist 19 .54
 29010 - Air Traffic Control Specialist, Center (2) 29 .93
 29011 - Air Traffic Control Specialist, Station (2) 20 .63
 29012 - Air Traffic Control Specialist, Terminal (2) 22 .72
 29023 - Archeological Technician I 14 .36
 29024 - Archeological Technician II 16 .05
 29025 - Archeological Technician III 19 .89
 29030 - Cartographic Technician 21 .05
 29035 - Computer Based Training (CBT) Specialist/ Instructor 24 .72
 29040 - Civil Engineering Technician 20 .48
 29061 - Drafter I 11 .56
 29062 - Drafter II 12 .99
 29063 - Drafter III 16 .69
 29064 - Drafter IV 19 .89
 29081 - Engineering Technician I 13 .26
 29082 - Engineering Technician II 14 .88
 29083 - Engineering Technician III 17 .97
 29084 - Engineering Technician IV 21 .05
 29085 - Engineering Technician V 26 .52
 29086 - Engineering Technician VI 35 .66
 29090 - Environmental Technician 19 .95
 29100 - Flight Simulator/Instructor (Pilot) 27 .62
 29160 - Instructor 19 .17

29210 - Laboratory Technician	17 .26
29240 - Mathematical Technician	20 .14
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29492 - Unexploded Ordnance (UXO) Technician II	23 .01
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29494 - Unexploded (UXO) Safety Escort	19 .02
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99510 - Recycling Worker	14 .64
99610 - Sales Clerk	10 .83
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99630 - Sport Official	9 .99
99658 - Survey Party Chief (Chief of Party)	19 .53
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99740 - Vending Machine Repairer Helper	14 .64

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REPORTER'S BIOGRAPHICAL INFORMATION SHEET
COMPLETE ONE PER REPORTER

(See Statement of Work Section C.4 for required qualifications of reporters)

Solicitation Number _____ Date _____

Firm:

Reporter's Name: _____ *(reporter must sign at bottom of page)*

NCRA Certificate Title*, Registration Number & Date Received:
 (MUST attach photocopy)

Grantor and city, state, conferred:

Experience. Begin with most recent experience. List all positions related to performance of court reporting duties. Include all experience in a courtroom setting. Include average number of hours worked per week for each reference. Attach additional sheets as needed.

 Name, Address, Phone# of Employer:

Employed From: _____ To: _____

 Description of Duties:

 Name, Address, Phone# of Employer:

Employed From: _____ To: _____

 Description of Duties:

 Name, Address, Phone# of Employer:

Employed From: _____ To: _____

 Description of Duties:

 * if 'equivalent' certification provided, documentation must be in accordance with Section C.4
By signing below, I certify that the above information is complete and correct, and that I intend to provide services for the above firm under any contract resulting from this solicitation:

 Reporter Signature

 Date

OFFEROR'S REFERENCE INFORMATION

Complete one form per reference. Minimum of 3 current references required.

Name of Offeror _____

The Offeror shall provide the following information concerning past performance of prime court reporting services similar in nature to those required in this solicitation.

- 1) Name of Reference: _____
(Firm, company, Court or individual)

Name of Contact: _____

Address: _____

Telephone No.: _____

- 2) Contract# (if applicable) & period of performance: _____

- 3) Description of work:

SECTION K -REPRESENTATIONS, EXHIBITIONS, AND OTHER STATEMENTS OF OFFERORS

K.1.1 JP3 Provision 3-130, Authorized Negotiators - (Jan 2003)

The offeror represents that the following persons are authorized to negotiate on its behalf with the judiciary in connection with this solicitation (*offeror lists names, titles, and telephone numbers of the authorized negotiators*).

Name: _____
Titles: _____
Telephone: _____
Fax: _____
Email: _____

K.2 JP3 Provision 3-5, Taxpayer Identification - (Jan 2003)

(a) *Definitions*

“Common parent,” as used in this provision, means that corporate entity that owns or controls an affiliated group of corporations that files its federal income tax returns on a consolidated basis, and of which the offeror is a member.

“Taxpayer Identification (TIN),” as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

- (b) All offerors shall submit the information required in paragraphs (d) through (f) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A and 6050M, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

- (c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror’s relationship with the government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror’s TIN.

SECTION K -REPRESENTATIONS, EXHIBITIONS, AND OTHER STATEMENTS OF OFFERORS

(d) *Taxpayer Identification Number (TIN):*

- ☐ TIN has been applied for.
☐ TIN is not required, because: _____

- ☐ Offeror is a nonresident alien, foreign corporation or foreign partnership that does Not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;
☐ Offeror is an agency or instrumentality of a foreign government;
☐ Offeror is an agency or instrumentality of the federal government.

(e) *Type of organization:*

- ☐ sole proprietorship;
☐ partnership;
☐ corporate entity (not tax-exempt);
☐ corporate entity (tax-exempt);
☐ government entity (federal, state or local);
☐ foreign government;
☐ international organization per-26 CFR 1.6049-4;
☐ other _____.

(f) *Common parent*

- ☐ Offeror is not owned or controlled by a common parent as defined in paragraph (a) of this provision.

Name and TIN of common parent

Name _____

TIN _____

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

L.1 Content of Proposals

- (a) The Statement of Work (SOW) and Schedule describe the required services, deliverables, and period of performance.
- (b) Offerors Shall Not Change Pre-printed Information. Any alteration, substitution, or addition to pre-printed information, and/or failure to include all the required information, will be sufficient cause for rejection of offeror's proposal in its entirety. Facsimile offers are not permitted, however, faxed modifications to, or withdrawal of offers are permitted. All proposals must contain the following:
 - (1) Signed cover letter on offeror's letterhead listing all offeror's enclosed documentation, and referencing the solicitation;
 - (2) Completed and signed Section A (SF 33).
 - (3) Completed Section B.
 - (i) Offerors must make an offer for each and every item in the Schedule Section B.1. Offers for items in the Schedule Section B.1.2 cannot exceed the maximum rates as established by the Judicial Conference or authorized by the Court (Items 201 through 205), listed in Attachment J.3. However, each offeror is still required to provide pricing for these Items;
 - (ii) Section B.2 "Certifications" must be completed by an authorized representative of the offeror.
 - (a) The offeror must acknowledge in Section B.2.1 the minimum number of reporters that the offeror will provide under any resultant contract (see C.3.b).
 - (b) The offeror must provide in Section B.2.2 completed data concerning reporters, with all required information furnished and signed by the reporter. One (1) blank Biographical Information Sheet is provided at Attachment J.9. (Offeror should make as many copies as necessary. NOTE: Reporters will be approved to work under any resultant contract according to their ability to meet the applicable minimum requirements specified under Section C.4. Those reporters so qualified

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

will be added BY NAME to any resultant contract, and will be subject to the provisions of Clause H.4.

Biographical Information Sheets must address all qualification requirements, and must contain descriptions of each reporter's prior work related to the experience required in Section C.4 including average hours worked per week for each position. Type of experience in a courtroom setting and dates of that service must be clearly defined in order to receive consideration;

Documentation of Professional Certification for each proposed reporter must be provided; photocopies of NCRA or NVRA certificates or certificates and testing criteria for equivalent qualifying exams will suffice. Failure to provide evidence of professional qualifications may be grounds for eliminating an offeror's proposal from consideration for award.

- (c) The offeror must acknowledge in Section B.2.3 the minimum notice time required by the offeror in order to provide a reporter under any resultant contract (See Clause C.6.b).
- (4) The offeror shall provide the names of three current (within 3 years) references who can address the past performance of the offeror, including the name, address, and telephone number of each reference. This information should be provided on the Offerors References Information form, Attachment J.10. The Government reserves the right to contact references as part of its responsibility determination.
- (5) Responsibility of Prospective Vendors

Offerors will be considered only from responsible prospective vendors who—

- (i) Have adequate financial resources to perform the contract, or the ability to obtain them;
 - (ii) Are able to comply with the required or proposed delivery or performance schedule, taking into consideration all existing private and governmental business commitments;

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

- (iii) Have a satisfactory performance record;
 - (iv) Have the necessary organization, experience, accounting and operational controls and technical skills, or the ability to obtain them;
 - (v) Have a satisfactory record of integrity and business ethics;
 - (vi) Have the necessary production, construction, and technical equipment and facilities, or the ability to obtain them; and
 - (vii) Be otherwise qualified and eligible to receive and award under applicable laws and regulations.
- (6) Copy of Solicitation Sections A through K with Sections A, B and K completed by offeror.

L.2 JP3 Provision 3-100, Instructions to Offerors - (JAN 2003)

- (a) *Definitions* As used in this provision:
- "Discussions" are negotiations that occur after establishment of the competitive range that may, at the contracting officer's discretion, result in the offeror being allowed to revise its offer. In writing, "writing," or "written" means any worded or numbered expression that can be read, reproduced, and later communicated, and includes electronically transmitted and stored information.
- "Offer modification" is a change made to an offer before the solicitation's closing date and time, or made in response to an amendment, or made to correct a mistake at any time before award.
- "Offer revision" is a change to an offer made after the solicitation closing date, at the request of or as allowed by a contracting officer as the result of negotiations.
- "Time," if stated as a number of days, is calculated using calendar days, unless otherwise specified, and will include Saturdays, Sundays, and legal holidays. However, if the last day falls on a Saturday, Sunday, or legal holiday, then the period will include the next working day.
- (b) *Amendments to solicitations* If this solicitation is amended, all terms and conditions that are not amended remain unchanged. Offerors shall acknowledge receipt of any amendment to this solicitation by the date and time specified in the amendment(s).
- (c) *Submission, modification, revision, and withdrawal of offers*
- (1) Unless other methods (e.g., electronic commerce or facsimile) are permitted in the solicitation, offers and modifications to offers shall be submitted in paper media in sealed envelopes or packages (i) addressed to the office specified in the solicitation,

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

and (ii) showing the time and date specified for receipt, the solicitation number, and the name and address of the offeror. Offerors using commercial carriers shall ensure that the offer is marked on the outermost wrapper with the information in paragraphs (c)(1)(i) and (c)(1)(ii) of this provision.

- (2) The first page of the offer shall show:
 - (i) the solicitation number;
 - (ii) the name, address, and telephone and facsimile numbers of the offeror (and electronic address if available);
 - (iii) a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation and agreement to furnish any or all items upon which prices are offered at the price set opposite each item;
 - (iv) names, titles, and telephone and facsimile numbers (and electronic addresses if available) of persons authorized to negotiate on the offeror's behalf with the judiciary in connection with this solicitation; and
 - (v) name, title, and signature of person authorized to sign the offer. Offers signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the issuing office.
- (3) *Submission, modification, revision, and withdrawal of offers*
 - (i) Offerors are responsible for submitting offers, and any modifications or revisions, so as to reach the judiciary office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated judiciary office on the date that offer or revision is due.
 - (ii) (A) Any offer, modification, or revision received at the judiciary office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the contracting officer determines it's in the judiciary's best interest, the contracting officer determines that accepting the late offer would not unduly delay the procurement, and:
 - (1) if it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the judiciary infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or
 - (2) there is acceptable evidence to establish that it was received at the judiciary installation designated for receipt of offers and was under the judiciary's control prior to the time set for receipt of offers; or

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

- (3) it is the only offer received.
 - (ii) (B) However, a late modification of an otherwise successful offer that makes its terms more favorable to the judiciary, will be considered at any time it is received and may be accepted.
 - (iii) Acceptable evidence to establish the time of receipt at the judiciary installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of judiciary personnel.
 - (iv) If an emergency or unanticipated event interrupts normal judiciary processes so that offers cannot be received at the office designated for receipt of offers by the exact time specified in the solicitation, and urgent judiciary requirements preclude amendment of the solicitation, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal judiciary processes resume.
 - (v) Offers may be withdrawn by written notice received at any time before award. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before award, subject to the conditions specified in the JP3 Provision, "Facsimile Offers". Offers may be withdrawn in person by an offeror or an authorized representative, if the identity of the person requesting withdrawal is established and the person signs a receipt for the offer before award.
- (4) Unless otherwise specified in the solicitation, the offeror may propose to provide any item or combination of items.
- (5) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars.
- (6) Offerors may submit modifications to their offers at any time before the solicitation closing date and time, and may submit modifications in response to an amendment, or to correct a mistake at any time before award.
- (7) Offerors may submit revised offers only if requested or allowed by the contracting officer.
- (8) Offers may be withdrawn at any time before award. Withdrawals are effective upon receipt of notice by the contracting officer.
- (d) *Offer expiration date* Offers in response to this solicitation will be valid for the number of days specified on the solicitation cover sheet (unless a different period is proposed by the offeror).
- (e) *Restriction on disclosure and use of data* Offerors that include in their offers data that they do not want disclosed to the public for any purpose, or used by the judiciary except for evaluation purposes, shall:

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

- (1) mark the title page with the following legend:

This offer includes data that shall not be disclosed outside the judiciary and shall not be duplicated, used, or disclosed-in whole or in part-for any purpose other than to evaluate this offer. If, however, a contract is awarded to this offeror as a result of-or in connection with-the submission of this data, the judiciary shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the judiciary's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in sheets [*insert numbers or other identification of sheets*]; and

- (2) mark each sheet of data it wishes to restrict with the following legend:

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this offer.

(f) *Contract award*

- (1) The judiciary intends to award a contract or contracts resulting from this solicitation to the responsible offeror(s) whose offer(s) represents the best value after evaluation in accordance with the factors and subfactors in the solicitation.
- (2) The judiciary may reject any or all offers if such action is in the judiciary's interest.
- (3) The judiciary may waive informalities and minor irregularities in offers received.
- (4) The judiciary intends to evaluate offers and award a contract without discussions with offerors (except clarifications). Therefore, the offeror's initial offer shall contain the offeror's best terms from a cost or price and technical standpoint. The judiciary reserves the right to conduct discussions if the contracting officer later determines them to be necessary. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers.
- (5) The judiciary reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit cost or prices offered, unless the offeror specifies otherwise in the offer.
- (6) The judiciary reserves the right to make multiple awards if, after considering the additional administrative costs, it is in the judiciary's best interest to do so.
- (7) Exchanges with offerors after receipt of an offer do not constitute a rejection or counteroffer by the judiciary.

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

- (8) The judiciary may determine that an offer is unacceptable if the prices proposed are materially unbalanced between line items or sub-line items. Unbalanced pricing exists when, despite an acceptable total evaluated price, the price of one or more contract line items is significantly overstated or understated as indicated by the application of cost or price analysis techniques. An offer may be rejected if the contracting officer determines that the lack of balance poses an unacceptable risk to the judiciary.
- (9) If a cost realism analysis is performed, cost realism may be considered by the source selection authority in evaluating performance or schedule risk.
- (10) A written award or acceptance of offer mailed or otherwise furnished to the successful offeror within the time specified in the offer shall result in a binding contract without further action by either party.
- (11) The judiciary may disclose the following information in postaward debriefings to other offerors:
 - (i) the overall evaluated cost or price and technical rating of the successful offeror;
 - (ii) the overall ranking of all offerors, when any ranking was developed by the judiciary during source selection;
 - (iii) a summary of the rationale for award; and
 - (iv) for procurements of commercial items, the make and model of the item to be delivered by the successful offeror.

Alternate I - *Substitute the following paragraph for paragraph (f)(4) of the basic provision if the judiciary intends to make award after discussions with offerors within the competitive range.*

- (f)(4) The judiciary intends to evaluate offers and award a contract after conducting discussions with offerors whose offers have been determined to be within the competitive range. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers. Therefore, the offeror's initial offer shall contain the offeror's best terms from a price and technical standpoint.

Alternate II *Add a paragraph (c)(9) to the basic clause, if the judiciary would be willing to accept alternate offers.*

- (c)(9) Offerors may submit offers that depart from stated requirements. Such offers shall clearly identify why the acceptance of the offer would be advantageous to the judiciary. Any

SECTION L - INSTRUCTIONS, CONDITIONS AND NOTICES TO OFFERORS

deviations from the terms and conditions of the solicitation, as well as the comparative advantage to the judiciary, shall be clearly identified and explicitly defined. The judiciary reserves the right to amend the solicitation to allow all offerors an opportunity to submit revised offers based on the revised requirements.

L.3 Contract

Any contract resulting from this solicitation will include Solicitation Sections A through K, and any attachments referenced thereunder.

SECTION M - EVALUATION CRITERIA

M.1 Basis for Award - AOUSC 2000

The Government intends to evaluate proposals and award a contract based on technical acceptability and the lowest cost to the Government.

M.2 Evaluation of Proposals – AOUSC 2000

- (a) To be acceptable and eligible for evaluation, proposals shall be prepared in accordance with the instructions given in Sections B and L of this solicitation document.
- (b) An offeror shall be determined to be Technically Acceptable if they meet all the mandatory requirements found in Section C.3.b, C.4 (only those qualifications indicated by an X), C.6.b and C.7.f of the Request for Proposal. All proposals shall be evaluated to ensure that all requirements set forth in Section C.3.b, C.4, C.6.b and C.7.f of the RFP have been met. The Government will review rates proposed in B.1.2 to ensure that rates proposed are not greater than those approved by the District or the Judicial Conference (see C.7.f and J.3). Proposals that do not meet all of these requirements will receive no further consideration and the offeror will be so advised.

M.3 Pass-fail Criteria

The review of the following criteria shall be based on the Certifications as contained in Section B.2, compliance with C.7.f as indicated in B.1.2, and review of the Biographical Information Sheets.

SECTION M - EVALUATION CRITERIA

Mandatory Technical Requirements

1. Transcript Rates Proposed not Greater than Judicial Conference Rates or Court Authorized Rates,
per Sections B.1.2, C.7.f and J.3. **Pass Fail**

- 2a. Qualification of Reporters (Section C.4)

_____ Number of Biography Sheets submitted and signed.

If applicable,

- (a) Copies of NCRA or NVRA certifications for all
reporters provided per Section C.4, or []
Or
(b) If no NCRA or NVRA certifications, then certificate
and testing criteria including test results for equivalent
qualifying exams provided. []

_____ Number of Reporters meet the requirements per Section C.4

- 2.B Minimum Number of Reporters (Section C.3.b)

Number of Reporters Required/Day _____ Offer _____ **Pass Fail**

Minimum Notice Requirement (Section C.6.b)

Number of Hours Court Requires _____ Offer _____ **Pass Fail**

M.4 Evaluation of Price - AOUSC 2000

The Government will determine Life of Contract cost for required services by using the following formula:

- (a) Offeror's **Full Day rate** x the court's estimated Full Day requirements
per year = Full Day price per year.

SECTION M - EVALUATION CRITERIA

- (b) Offeror's **Half Day rate** x the court's estimated Half Day requirements per year = Half Day price per year.
- (c) Offeror's **Overtime rate** x the court's estimated Overtime requirements per year = Estimated Overtime price per year.

$$[(A) + (B) + (C)] = \text{Estimated Yearly Contract Price}$$

The base and two (2) option years will be calculated as shown above and added together to derive the total life of contract price (see clause M.5 below). Offeror must submit prices for all items. Failure to include all required pricing may be grounds for rejection of offer. Prompt payment discounts will not be considered in the evaluation. Transcript rates will not be included in the price evaluation for the base year or any options; however, if an offeror proposes transcript rates that are lower than the Judicial Conference rates or the court authorized rates, the proposed rates will become part of the awarded contract and remain in effect throughout the entire term of the contract.

M.5 JP3 Provision 2-85A, Evaluation Inclusive of Options - (JAN 2003)

- (a) The judiciary will evaluate offers for purposes of award by adding the total price for all options to the total price for the basic requirement. Evaluation of options does not obligate the judiciary to exercise the option(s).
- (b) Any offer that is materially unbalanced as to prices for basic and option quantities may be rejected. An unbalanced offer is one that is based on prices significantly less than cost for some work and prices that are significantly overstated for other work.

M.6 JP3 Provision 3-70, Determination of Responsibility - (JAN 2003)

A determination of responsibility will be made on the apparent successful offeror prior to contract award. If the prospective contractor is found non-responsible, that offeror will be rejected and will receive no further consideration for award. In the event a contractor is rejected based on a determination of non-responsibility, a determination will be made on the next apparent successful offeror.